

## MEMORANDUM OF UNDERSTANDING

The Professional and Vocational Employees Division of Teamsters Local 856, IBT, and representatives of the City of San Bruno have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of employees in the representation unit listed in Section I, have exchanged freely information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding is entered into pursuant to the Meyers Milius-Brown Act (Government Code Sections 3500 et seq.) and has been jointly prepared by the parties.

This Memorandum of Understanding is a compilation of the previous Memorandum of Understanding with modifications as approved pursuant to Resolution 1987-4, Resolution 1989-98, Resolution 1993-2, and the Letter of Understanding dated November 14, 1995, for the period commencing November 1, 2000 (unless otherwise specified as to particular sections within) and ending October 31, 2004.

### Section 1. Recognition

Union Recognition. Professional and Vocational Employees Division of Teamsters Local 856, IBT, hereinafter referred to as the "Union" is recognized as the majority representative, as provided in the City's Employer-Employee Relations Resolution No. 1970-20, adopted March 23, 1970, for all employees assigned to the classifications set forth in Appendix A, which is attached and made a part hereof.

### Section 2. Union Security

#### Section 2.1 Agency Shop and Dues Deduction

(a) Any regular full-time or regular part-time employee who is covered by this MOU shall either become a member of the Union, or in the alternative, shall pay to the Union as an agency fee an amount of money equal to the customary initiation fee and monthly dues. Such obligation shall not commence until after the employee has completed thirty-one (31) days of employment or thirty-one (31) days after the effective date of this provision, whichever occurs later.

(1) Prior to implementing an increase in the amount of the customary initiation fee, (currently \$200, as of February 1, 2001) as described in subsection (a), the Union shall meet and confer with the City.

(b) Any employee who is a member of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting a public employee